

San Antonio Independent School District (TX) - S374A210041
Recommended Funding: \$11,488,089.00

San Antonio Independent School District (SAISD) – a single eligible applicant and public school district in San Antonio, Texas – proposes to improve teacher recruitment and retention in all (100%) of the district’s 92 High-Need Schools that educate approximately 49,000 students each year. Nearly all students (82%-98%) in these schools are eligible for free or reduced-price lunch. The district will partner with four Hispanic-Serving Institutions – Texas A&M University San Antonio, The University of Texas at San Antonio (UTSA), Our Lady of the Lake University (OLLU), and Texas State University – Teach for America, the Texas Council for International Studies, and Education Service Center Region 20 to reach approximately 3,000 teachers and principals with this Teacher School Leader Incentive project, titled the Equity-Centered Educator Pipeline Initiative (ECEPI).

Efforts will create or improve pathways to effective service and long-term retention in the district’s High-Need Schools. In response to both Absolute Priorities and both Competitive Preference Priorities, grant-funded activities include improving efforts to recruit high-quality, diverse educators to SAISD; improving the training and retention of novice teachers; developing support services and incentives for teachers to earn certification in high-need areas that count toward eligibility for performance-based compensation; and providing equity focused professional development programming and credentials to support teachers’ continued growth. Expected outcomes include reducing the district’s annual teacher turnover rate to less than region averages, increasing the number of all SAISD teachers who are rated as “proficient,” increasing the number of teachers who show improvements in the student growth portion of their annual performance appraisal, and increasing the number of teachers who receive performance-based compensation for outstanding service in High-Need Schools.